

North Dakota

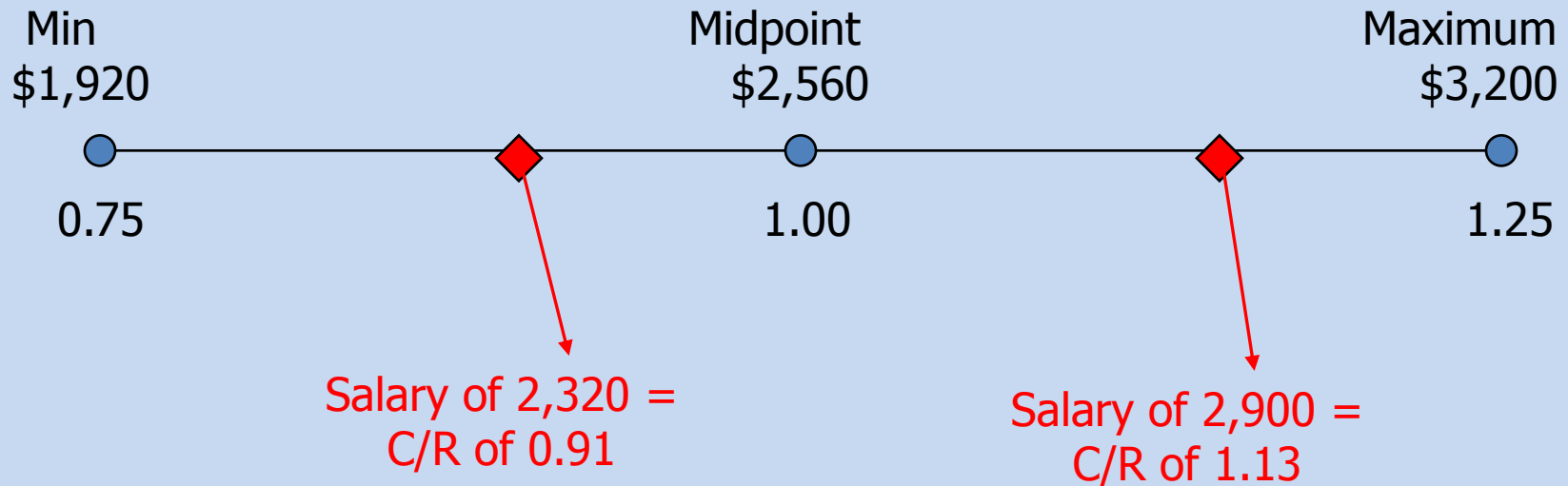
State Employee

Compensation Commission

June 30, 2008

Human Resource Management
Services Division
of the
Office of Management & Budget

Compa-Ratio = Salary / Midpoint



Average Classified Employee

	Years of Age	Years of Service	Annual Salary	Actual Increase	Appropriated	Compa-Ratio	Notes
January-93	42.0	9.5	22,189				
January-94	42.0	11.0	22,812	2.8%	\$60/mo		
January-96	46.0	11.4	25,476	11.7%	5.0%		
January-97	43.0	12.2	26,273	3.1%	3.0%		
January-98	43.8	12.1	27,034	2.9%	3.0%	0.98	
August-98	44.0	12.1	27,963	3.4%	3.0%	0.97	
November-99	44.2	12.2	28,860	3.2%	2.0%	0.96	(1)
August-00	44.4	12.3	29,993	3.9%	2.0%	0.97	(2)
August-01	44.8	12.5	31,467	4.9%	3.0%	0.96	(1)
December-02	45.4	12.6	32,262	2.5%	2.0%	0.96	
December-03	45.7	13.2	32,627	1.1%	0.0%	0.96	
December-04	45.9	13.2	32,604	0.0%	0.0%	0.96	
December-05	46.1	13.6	34,158	4.8%	4.0%	0.96	(3)
December-06	46.2	13.4	35,640	4.3%	4.0%	0.96	
December-07	46.2	13.2	37,834	6.2%	4.0%	0.95	(4)

Classified Employees

Dec 2007 – 6,558

Dec 2006 - 6,384

Dec 2005 – 6,443

(1) Included 1999 & 2001 Market/Equity Fund Increases (\$5.4 & \$5.0 mill respectively)

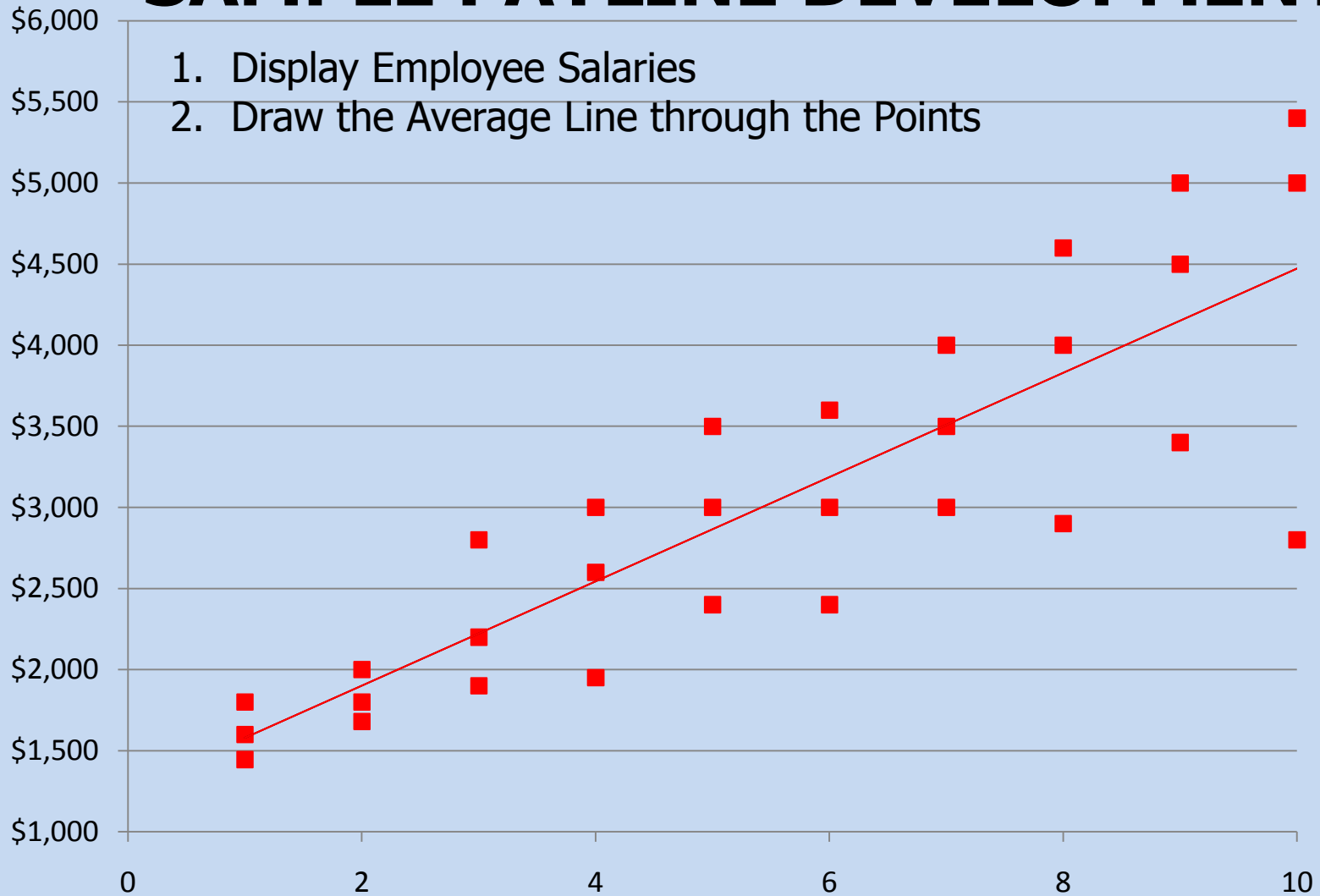
(2) Included authorization for agencies to “self-fund” additional 1.0%

(3) 2005 Leg approp equity sal inc’s of \$1.5 mill for DOCR & \$413,000 for Hwy Patrol

(3) Included Market/Equity Fund (\$10 mill)

SAMPLE PAYLINE DEVELOPMENT

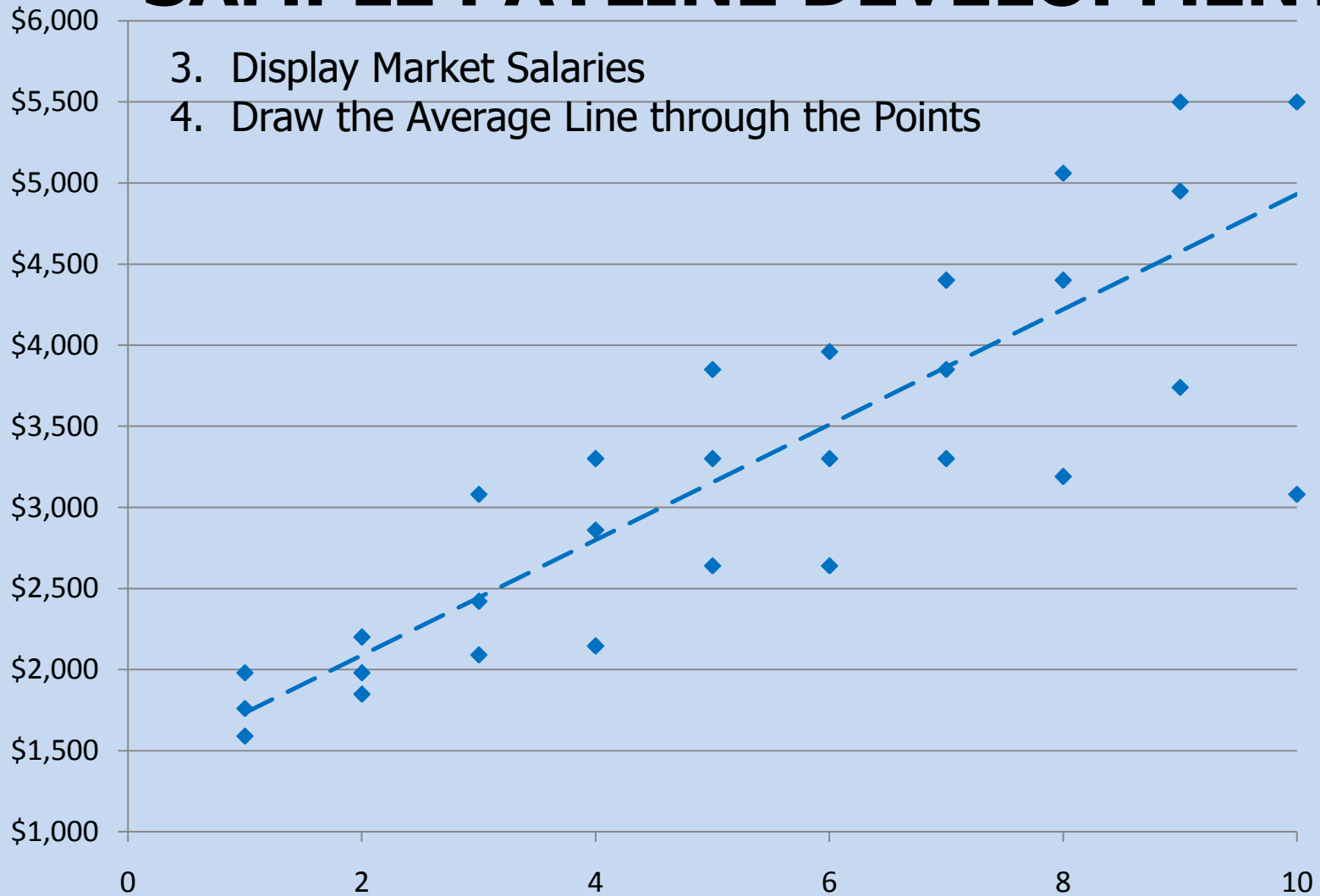
1. Display Employee Salaries
2. Draw the Average Line through the Points



SAMPLE PAYLINE DEVELOPMENT

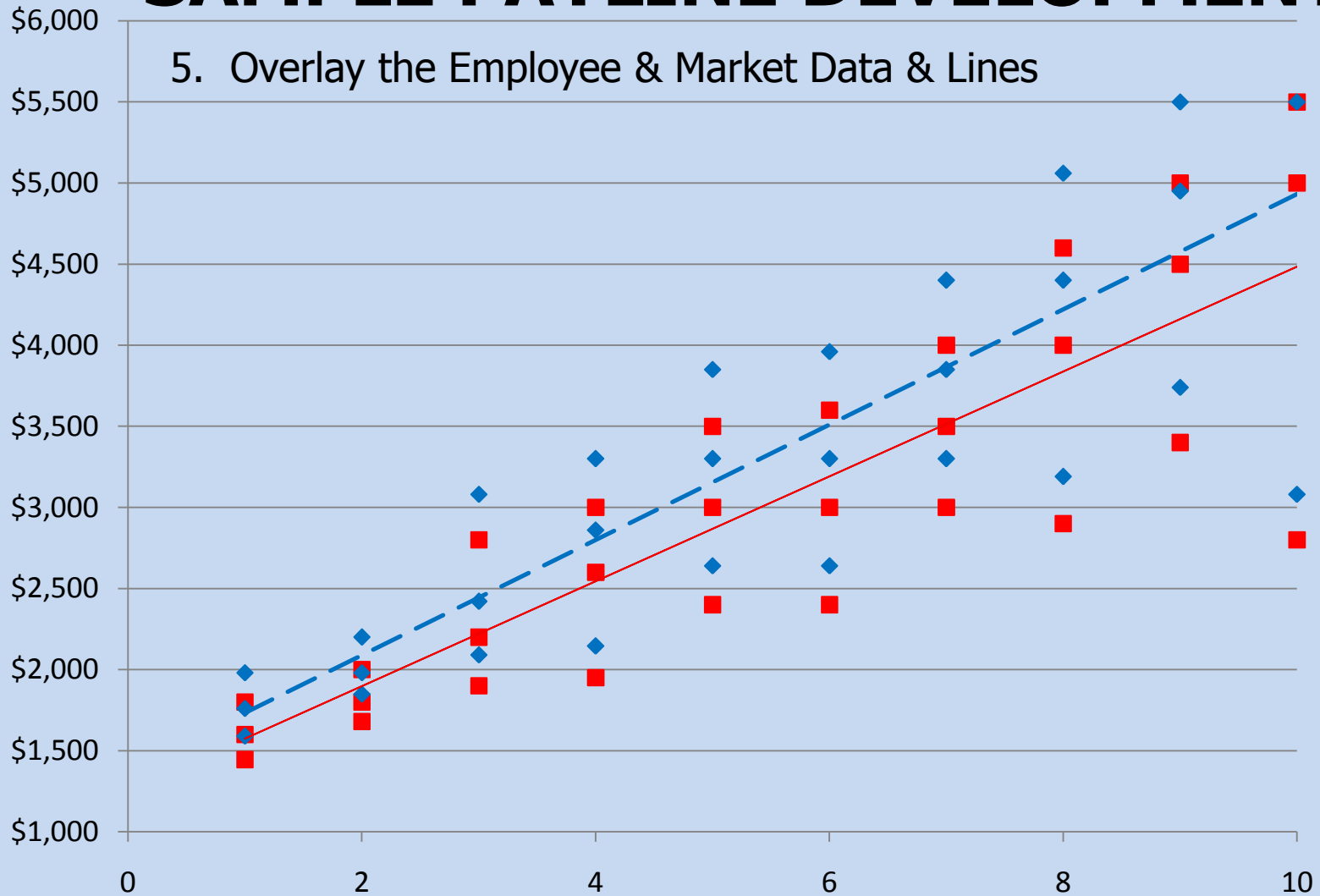
3. Display Market Salaries

4. Draw the Average Line through the Points



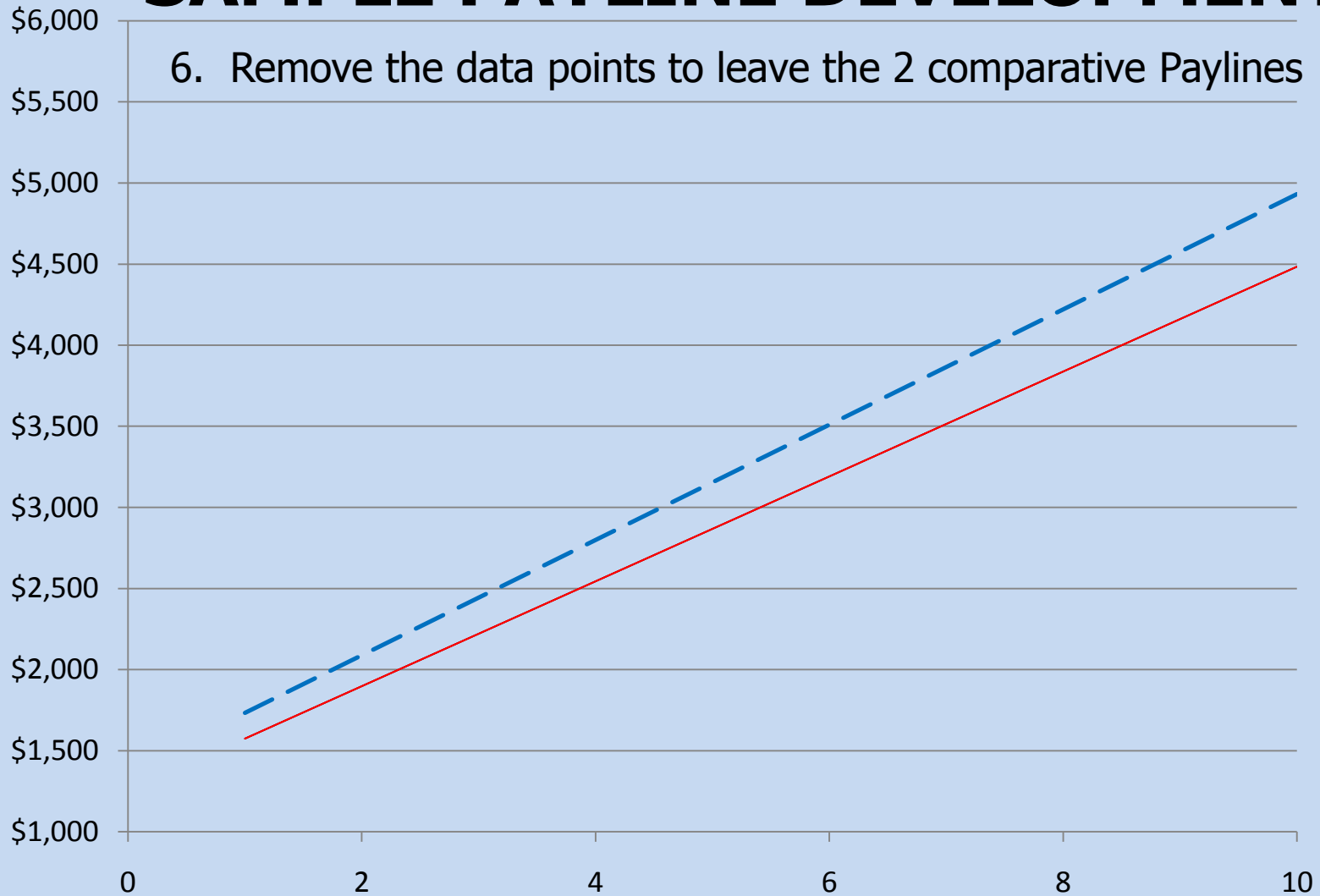
SAMPLE PAYLINE DEVELOPMENT

5. Overlay the Employee & Market Data & Lines



SAMPLE PAYLINE DEVELOPMENT

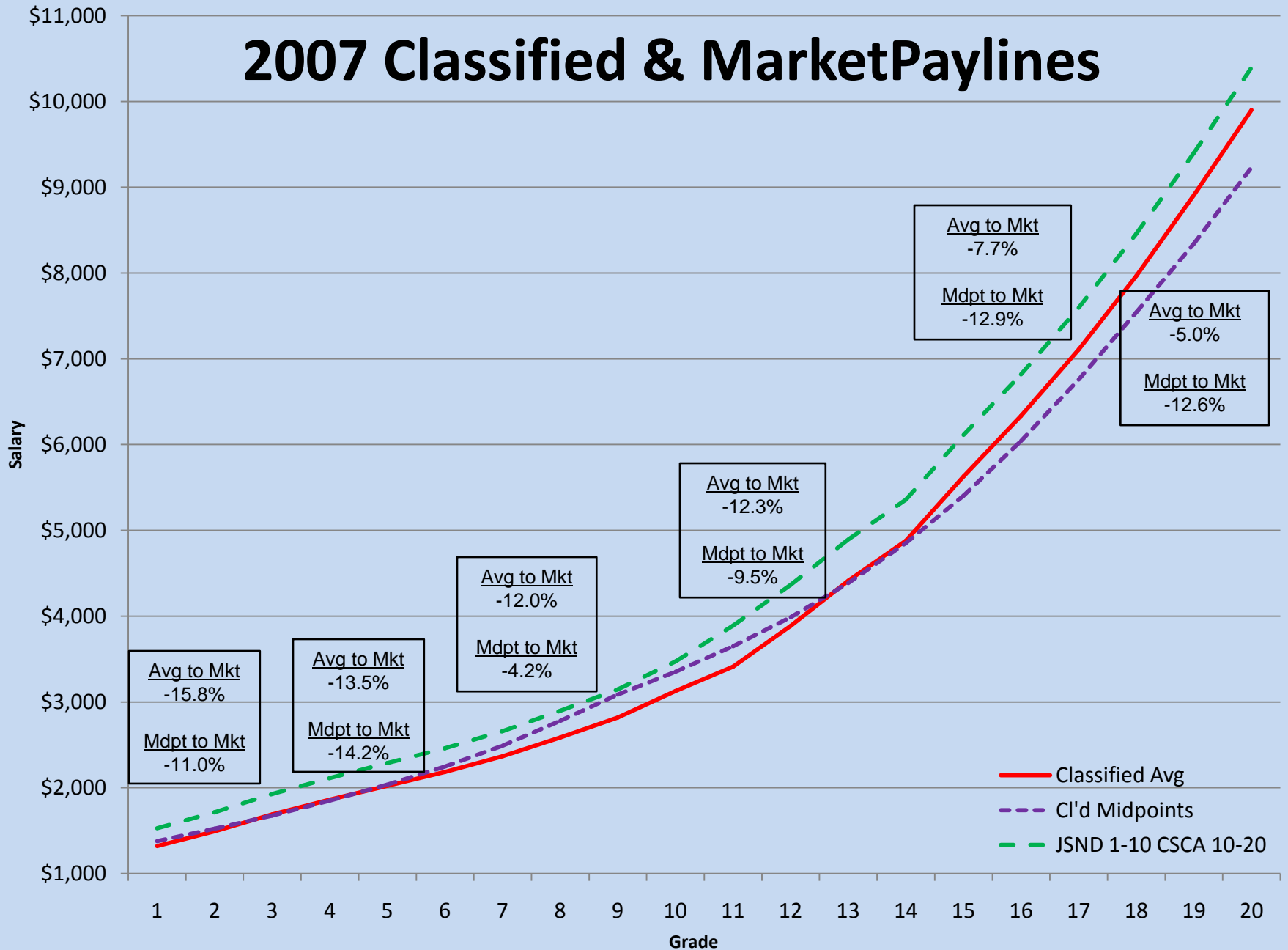
6. Remove the data points to leave the 2 comparative Paylines



Employment Market

- Job Service ND Labor Market Information
 - ND Salary Data
 - 2007
 - Grades 1 – 10
- Central States Compensation Association
 - CO, IA, KS, MN, MO, MT, NE, OK, SD, WY
 - 2007
 - Grades 11 – 20

2007 Classified & Market Paylines



2006 – 2007 Comparison

	Mdpt Lag		Avg Sal Lag	
<u>Grade</u>	<u>2006</u>	<u>2007</u>	<u>2006</u>	<u>2007</u>
4	-9.3	-14.2	-11.4%	-13.5%
8	-14.3	-4.2	-17.3%	-12.0%
12	-10.8	-9.5	-12.9%	-12.3%
16	-15.5	-12.9	-15.5%	-7.7%

Table 27 Benefit Value Comparison

Average Salary = \$41,346 (Table 1)

per hour = \$19.88

State	Vacation Hours 5-9 yrs	Sick Hours	Holiday Hours	Health Insurance Employer Cost	Dental Insurance	Vision Insurance	Life Insurance	Retirement	Social Security	Total Benefit	% of Salary	Total Salary & Benefits Value
Colorado	120	80	80	\$567.42	\$41.40			11.50%				
per hour	\$1.15	\$0.76	\$0.76	\$3.27	\$0.24			\$2.29		\$8.47	42.6%	\$28.35
Iowa	120	144	88	\$1,091.00	\$33.09		\$0.23	6.05%	6.20%			
per hour	\$1.15	\$1.38	\$0.84	\$6.29	\$0.19		\$0.01	\$1.20	\$1.23	\$12.30	61.9%	\$32.18
Kansas	120	96	80	\$266.00	\$47.74			5.77%	6.20%			
per hour	\$1.15	\$0.92	\$0.76	\$1.53	\$0.28			\$1.15	\$1.23	\$7.02	35.3%	\$26.90
Minnesota	130	104	88	\$1,073.00	\$46.50			4.00%	6.20%			
per hour	\$1.25	\$0.99	\$0.84	\$6.19	\$0.27			\$0.80	\$1.23	\$11.57	58.2%	\$31.45
Missouri	120	120	96	\$980.00	\$5.62		\$0.33	12.84%	6.20%			
per hour	\$1.15	\$1.15	\$0.92	\$5.65	\$0.03		\$0.06	\$2.55	\$1.23	\$12.74	64.1%	\$32.62
Montana	120	96	84	\$557.00	\$45.80		\$1.76	6.90%	6.20%			
per hour	\$1.15	\$0.92	\$0.80	\$3.21	\$0.26		\$0.14	\$1.37	\$1.23	\$9.09	45.7%	\$28.97
Nebraska	120	96	96	\$1,171.83			\$0.14	7.49%	6.20%			
per hour	\$1.15	\$0.92	\$0.92	\$6.76			\$0.02	\$1.49	\$1.23	\$12.48	62.8%	\$32.36
Oklahoma	144	120	80	\$475.56			\$0.20	12.50%	6.20%			
per hour	\$1.38	\$1.15	\$0.76	\$2.74			\$0.02	\$2.48	\$1.23	\$9.77	49.2%	\$29.65
South Dakota	120	112	92	\$450.00			\$0.21	6.00%	6.20%			
per hour	\$1.15	\$1.07	\$0.88	\$2.60			\$0.03	\$1.19	\$1.23	\$8.15	41.0%	\$28.03
Wyoming	120	96	72	\$1,133.00	\$24.57		\$0.29	11.25%	6.20%			
per hour	\$1.15	\$0.92	\$0.69	\$6.54	\$0.14		\$0.08	\$2.24	\$1.23	\$12.98	65.3%	\$32.86
North Dakota *	120	96	84	\$658.08			\$0.19	9.12%	6.20%			
per hour	\$1.15	\$0.92	\$0.80	\$3.80			\$0.00	\$1.81	\$1.23	\$9.71	48.8%	\$29.59
Average =	\$1.18	\$1.02	\$0.82	\$4.48	\$0.20	n/a	\$0.05	\$1.68	\$1.23	\$10.46	52.6%	\$30.33

- NOTE:
- This analysis shows the value of benefits using a constant dollar amount. By using a "Relative Dollar Value", states can compare the value of their benefits.
 - When variable rates or ranges were given for annual, sick, or holidays, an average was used. (5 years of service).
 - This Value Analysis was calculated using the Classified Average Salary from Table 1.
 - When variable rates or ranges were given for life insurance an average was used.
 - Health, dental, and vision insurance used the largest enrollment and the highest state contribution for combined employee only and employee + family coverage.

* North Dakota Retirement includes 4.12% paid by the state; 4.0% paid 'on behalf' of the employee by the state; and 1.0% for pre-paid retiree health insurance contribution

In 2006

- Midpoints ranged from -5% to -18% behind Avg Mkt Salaries
- Classified Salaries ranged from -5% to -18% behind Avg Mkt Salaries

On July 1, 2007

- Salary Ranges were moved 4.6% to 9.4%
- \$10 million Market/Equity Fund provided additional 1.3% increase
- Appropriated General Increases of 4.0%
- Several agencies also received additional 'internal' equity funds

In 2007

- Midpoints range from -2% to -15% behind Avg Mkt Salaries
- Classified Salaries range from -5% to – 16% behind Avg Mkt Salaries

In 2008 – 1st Quarter

- ND led the nation in personal income growth with a 7.6% increase
- National average growth was 1.1%

TURNOVER

	2001	2002	2003	2004	2005	2006	2007
# Employees	6,333	6,587	6,333	6,408	6,434	6,420	6,494
# Separations	571	509	535	480	593	682	602
Turnover Rate	9.0%	7.7%	8.4%	7.5%	9.2%	10.6%	9.3%
<i>(Note: 2003 & later excludes inter-agency transfers)</i>							

Turnover Rate by Occupation

Occupation	2001	2002	2003	2004	2005	2006	2007
Admin Support	9.1%	8.2%	9.7%	6.1%	7.2%	7.4%	7.4%
Info Tech	7.8%	6.0%	6.0%	3.7%	7.6%	6.9%	6.5%
Misc Admin	7.6%	7.6%	6.6%	6.3%	8.0%	11.6%	7.1%
Education	9.6%	13.2%	9.3%	9.1%	5.6%	8.3%	7.3%
Engineering	5.3%	3.6%	4.7%	6.6%	9.2%	7.5%	7.9%
Medical/Health	9.1%	10.7%	13.6%	10.5%	12.7%	16.5%	13.8%
Social Services	11.6%	9.9%	10.1%	9.7%	11.9%	14.5%	12.4%
Public Safety	10.2%	7.3%	8.3%	8.0%	7.8%	10.2%	9.2%
Natl Res/Agric	5.3%	2.5%	4.3%	6.3%	5.1%	5.6%	6.0%
Custodial & Food Svc	12.4%	6.6%	20.7%	10.7%	17.4%	9.7%	12.8%
Labor/Trades	6.5%	5.2%	6.0%	4.8%	7.4%	6.9%	6.1%

TURNOVER

Percent of Total Turnover By Reason

Reason	2001	2002	2003	2004	2005	2006	2007
Involuntary	10.5%	9.4%	12.1%	9.8%	11.6%	14.5%	11.8%
Retirement	14.4%	17.5%	22.2%	19.8%	19.9%	21.8%	25.3%
Other Employment/Personal	66.9%	66.4%	44.7%	63.3%	64.1%	61.7%	60.6%
Health or No Reason	8.2%	6.7%	20.9%	7.1%	4.4%	1.9%	2.3%

Turnover Rate by Years of Service

Yrs	2003	2004	2005	2006	2007
Less than 1	7.7%	22.3%	27.0%	24.4%	23.1%
1 - 1.9	27.1%	4.7%	21.7%	15.9%	16.0%
2 - 2.9	14.2%	14.3%	17.7%	16.7%	11.3%
3 - 3.9	14.2%	8.8%	13.0%	11.2%	12.0%
4 - 4.9	11.8%	10.6%	10.8%	13.5%	8.3%
Less than 5 yrs	14.6%	12.1%	13.1%	17.5%	15.1%
5 - 9.9	7.5%	5.3%	6.8%	8.8%	8.3%
10 - 14.9	5.2%	4.6%	5.3%	9.3%	5.5%
15 - 19.9	5.1%	5.1%	3.7%	5.7%	4.6%
20 - 29.9	5.0%	3.8%	4.3%	6.4%	5.3%
30 - 39.9	14.6%	8.6%	10.4%	11.5%	11.5%
Over 40	26.0%	26.9%	20.4%	25.5%	38.1%

Employees by Quartile - Selected Agencies

